Terrebonne Parish Sheriff's Office

Timothy Soignet, Sheriff

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On Thursday, July 27, 2023, I, Lieutenant Philip Crabtree, was contacted by Sheriff Timothy Soignet who ordered an internal affairs investigation on Lieutenant Michael Navarre, Captain Russell Madere, and Major Neal Blades. This investigation stemmed from an incident which occurred on Wednesday, July 26, 2023.

The information Sheriff was provided was, during this matter, several Agents along with Detectives from the Terrebonne Parish Sheriff's Office were at the Homeland Security Investigations building assisting Agents of the Houma Police Department with a controlled purchase of narcotics. While on location there was a time which led to Madere becoming engaged in a verbal altercation with a confidential Informant. There were two Informants involved with this operation. Neither of which were working under any currently pending charges. This ultimately caused the narcotics case to become delayed because the Informant departed the location. This along with other reporting of problems within the narcotics Division, the Sheriff requested a further investigation of the supervision of the Division, ultimately broadening the scope to include Navarre and Blades.

The below listed interviews are not documented in chronological order of time of interview. They are grouped according to the nature of the interview, with the ones relevant to the initiating incident first.

On Thursday, September 27, 2023, at 1314 hours, in a private office at the Terrebonne Parish Sheriff's Office, I obtained a recorded statement from Detective Jennifer Guidry. Guidry is assigned to the Criminal Intelligence Division. Her role in this operation was to act in an undercover capacity and ride with the Informants to complete the controlled purchase of suspected Fentanyl pills.

Upon entering the room, she noticed only Lieutenant Scott Robinson, Senior Agent Stephen Amador and Senior Agent Joshua Hawkins were handling the documentation of the confidential Informants. Further explaining, several Agents (Captain Russell Madere, Lieutenant Michael Navarre, Agent Nathan Fox, LSP Agent Henry Dinh) in the back of the room having their own conversations, laughing, and carrying on. She was not experienced with this type of procedure but noticed this to be odd. Guidry indicated she was having trouble hearing what was being said to the Informants. At one point, Hawkins turned to the group and asked them to be quiet, which was successful only momentarily. Guidry and Dinh departed to speak with Senior Detective Richard Hunter.

Upon her return to the room, the other Agents were still in the room and returned to talking loudly. Robinson and Hawkins were in the process of explaining the surveillance equipment that would be utilized in this operation. The male Informant had a problem with the configuration of the equipment and had become agitated, which Robinson and Hawkins were working on a resolution. The male Informant began to ask a few more questions about the equipment which Madere interjected to the Informant, "That's our job to worry about. You worry about what we are telling you to do, and you let us worry about our part." This response irritated the male Informant to the point of saying he was done and stood up and walked out of the room.

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He was met in the hallway by other Agents which at that time she heard the male Informant state he was not going to work with that hot headed mother fucker, Guidry believed he was referring to Madere. At this time, Madere had exited the room and began following behind the Informant. As they exited the building Guidry heard Madere state, "no, you're going to listen to what the fuck I have to say."

Guidry further explained after having to witness this behavior from Mader and see the Agents apologize to CID for his actions, she felt as though this was unnecessary and unprofessional. Reference Guidry's recorded statement for further information, along with a narrative she provided in reference to this incident.

On Thursday, July 27, 2023, at 2115 hours, Captain Ronald McKay conducted an audio recorded interview in a private location with Lieutenant Scott Robinson. During the interview the following relevant statements were provided:

- Amador and Hawkins were completing paperwork with Informants. There was a lot of commotion, and the side conversations were going on and very disruptive. There was lots of noise, to the point where Amador had to tell everyone to be quiet.
- Madere was informed by Robinson the pills attempting to be purchased were possibly laced with Fentanyl. Madere agrees to proceed with the purchase.
- Robinson dislikes the way Captain Shelly Liner is treated. When Liner walked in the room, he heard someone say, "he is here". Navarre could be heard saying, "should we salute?" Liner then exchanged words with Navarre over a Federal trial and showing up for court.
- Robinson was explaining to the Informant how to use the equipment. The Informant was instructed on how to use the equipment. Informant was instructed to stay close as possible to the other Informant so the Mi-Fi box could be in range. Male Informant asked, "how close?"
- Madere began to yell at the Informant, "you don't need to know anything about our equipment". The Informant got mad and walked outside. Madere followed and could be heard yelling, "Fuck you, fuck you".
- Navarre and Madere ultimately left. Robinson felt embarrassed and was compelled to apologize for the actions of the other agencies present.
- TPSO Agents went back to the narcotics office for an after-action report. Madere attempted to justify his actions, which no one agreed with him. No Agents said anything during the meeting, knowing whatever the Agents would say, would be wrong.
- In Robinson's 9 years in the Division, he had never seen the turnover rate like it is currently. Morale is at an all-time low. Blades, Madere and Navarre have lost the respect of the other Agents.

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- Robinson stated, he went to Blades and expressed supervisory skills. A short time later, Robinson was demoted. Robinson also informed Madere about some of Navarre's actions. Navarre was told and jokes were made about it. Robinson felt there was no confidentiality, thus creating a bad work environment.
- Robinson does not feel that Blades, Madere and Navarre are the correct personnel for the Division. After the transfer of Senior Detective Travis Sanford, Senior Detective Richard Hunter, and Lieutenant Kayla Dupre, there was a sense of relief from Baldes because they were gone.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Thursday, July 27, 2023, at 2213 hours, Captain Ronald McKay conducted an audio recorded interview in a private location with Senior Agent Joshua Hawkins. During the interview the following relevant statements were provided:

- While at the Homeland Security Investigations building was working with Informants along with his team (Amador and Robinson).
- Several others were present in the room, which was strange when dealing with the I
- Informant. Appeared to make the Informant uncomfortable and not the norm.
- There was a lot of background noise and playfulness going on behind him.
- At one point, Madere got into an argument with the male Informant over the pronunciation of the target's last name. Hawkins felt this was uncalled for and unprofessional and seemed Madere was getting aggravated.
- The Informant made a comment about the noise level of Madere, Navarre and Dinh. Amador had to tell Madere and Navarre to calm down and be quiet.
- While discussing the operation of the equipment with the Informant, Madere overhears the Informant asking questions and says, "You don't fucking worry about the equipment, do what they fucking tell you." The Informant then stands up, stating, "fuck this shit, I'm not doing this."
- Madere walks back inside and says, "fuck this we are done."
- Madere walks into a room with HSI Agent Todd Schexnayder, LSP Agent Justin Leonard and Liner. Shortly after Madere walks out and says, "Don't tell me to fucking calm down." Madere and Navarre then depart.
- Hawkins feels as though he is constantly being told he does not know what he is doing, needing to be taught how to be a cop. Felt this was an opportunity to get "dope" off the street, and now someone else has the case because of this incident.

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- During the after-action report at the Narcotics office, Madere was attempting to justify his actions. Hawkins felt Madere was attacking him because he was utilizing an Informant.
- In the AAR, Amador stated, if they had a Team Leader in place, then his decision needs to be trusted. Hawkins felt it was sad Amador had to say something and stand up for Robinson against Madere.
- Hawkins expressed his time with Navarre as his Team Leader as a nightmare. Navarre would frequently give him trouble every single day about being in the military or S.W.A.T. To the point of making comments such as having direction in his life and did not need to join the military and refer to the National Guard as not being the "real Army".
- Hawkins began to dislike going to work. Navarre would bring up Hawkins' past and people he grew up with along with family members, referring to them as drug users. Constant harassment every day.
- Hawkins informed, he would have a conversation with mike and afterwards mike would call him a "pussy".
- He feels as though there is favoritism within the Division. That Navarre can do nothing wrong. And he cannot speak with Blades or Madere on any problems because Navarre will find out.
- Hawkins stated, he ultimately will leave if it does not get better. There is no chance he cannot continue to work for those three (Blades, Madere, Navarre).
- On one occasion, Blades made Hawkins leave from a search warrant to bring him food while he was working on a detail. This caused problems once he arrived at the search warrant.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

Regarding the last bullet point, where Hawkins departed from the search warrant. I have firsthand knowledge of this matter. Hawkins had originally arrived at the briefing location and had responsibilities as part of the S.W.A.T. team. He did depart from our location after tasks had been assigned to the team members. This caused the responsibilities Hawkins was responsible for to be allocated to someone else.

On Friday, July 28, 2023, I conducted an audio recorded interview in my private office with Agent Stephen Amador.

Amador was recently assigned to the Terrebonne Parish Sheriff's Office Narcotics Division; however, he does have several years doing work in a narcotics Division. During the time of this incident, he was assigned to Robinson's team along with Hawkins. Hawkins was showing him the procedures for the registration process for a confidential Informant. During this time, Madere began to argue with the male Informant about the pronunciation of the target's last name. This appeared as though it was done to cause the Informant to become upset. At one point, Liner entered the room and there was an exchange between him and Navarre

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about court. Amador noticed there were extensive irrelevant conversations being had between the subjects in the rear of the room while Hawkins, Robinson and himself were attempting to do their responsibilities with the Informants. Madere appeared to feel as though this was an unimportant target and did not know why they were bothering with this case. It was believed Madere and Navarre heard the part of the statement from the female Informant, about purchasing what she believed to have been Xanax and ultimately overdosed. However, once at the hospital, she was informed she had taken was believed to have been a pressed pill containing Fentanyl. On two separate occasions he and Hawkins attempted to get the room to quiet down, which it briefly did, but got loud again. The male informant was asking questions, which led Madere to begin to tell the Informant he was not going to run the operation. Madere explained he believed the requests of the Informant were putting them in a dangerous situation to the point of possibly having to be rescued. This matter escalated and Madere ultimately followed the Informants out of the building. Amador stayed in the room in almost a state of show over what had just occurred.

Amador has experience this at a previous agency and led to a difficult environment to work in and made it difficult to express himself. Agents are told they can do the work but are made to feel incompetent by Navarre and Madere. Amador feels the shutdown of ideas of Agents is discouraging the Agents to work. This happened because Madere would express the ideas would not work.

To his knowledge Houma Police Department and the Louisiana State Police continued with the purchase using these Informants and obtained the pressed pills they were looking to get off the streets.

After this incident at Homeland Security, there was a post incident discussion. No one really spoke up besides Amador stating, if they had faith in Robinson to make him a Lieutenant, they should have just let him do his job, and there were no rebuttals.

Amador feels as though, if Blades, Madere and Navarre were to remain in the Division, it would fail. He met Navarre and Madere several years ago while he was employed in Iberia, where he fell in love with their personalities and who they were. But something along the way has changed, there are a lot of negatives.

A meeting was had with Lieutenant Colonel Terry Daigre and the Narcotics Division about working together with other agencies and Divisions withing our department, Blade and Madere appeared the least receptive. Stated working with other Divisions and HPD would not work out, they would try, but know it would not work.

Amador recognized there appeared to be somewhat of a competition between Madere and Liner about who was going to take over the Division when Blades retires.

Amador provided he was a little apprehensive about providing a statement on this incident, but ultimately relieved when Sheriff stated there would not be any form of retaliation in reference to this investigation.

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Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Thursday, July 27, 2023, at 2141 hours, Captain Ronald McKay conducted an audio recorded interview in a private location with Agent Nathan Fox. During the interview the following relevant statements were provided:

- While in the back of HIS with the Informants, there was a lot of commotion and distractions going on due to the noise level and different conversations. People were talking about everything but work.
- Madere and Navarre were talking about how Hawkins' voice would change from low to high, depending on the noise levels and distractions in the room. This was done where Hawkins and the Informants could hear.
- After a few minutes Madere got into an argument with the Informant about the pronunciation of a last name.
- Fox observed Madere following the Informant outside aggressively. He could hear yelling, so Fox went to get Liner.
- Afterwards, at the after-action report, Madere stated the Informant was trying to control the operation. However, Fox believed this was not the case.
- When Fox was assigned to the Division he was put on Navarre's team and everything was good, but when Hawkins was put on the team, Navarre was constantly giving Hawkins a hard time. This did not sit well with Fox.
- Fox stated he does not appreciate how they treat Liner also. When Liner walked into the room at HIS, Navarre made a joke, asking if they should salute or not.
- Madere instructed Fox, since Navarre was no longer a Team Leader, he must take over the role of being a bully with Hawkins.
- The Narcotics Division was not what he imagined, but he still wants to reform and help this Division prosper with new leadership.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Thursday, July 27, 2023, at 2053 hours, Captain Ronald McKay conducted an audio recorded interview in a private location with Senior Agent Joseph Crappel. During the interview the following relevant statements were provided:

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- Crappel was tasked with being the Under Cover driver in the controlled purchase of Fentanyl laced pills. Crappel heard the commotion and yelling from in the hallway. Robinson informed him, Madere got into it with the Informant, whereas Crappel replied, "here we go again".
- During the after-action report, Madere explained why he did what he did, feeling as though the Informant was trying to determine the deal. Crappel stated, explaining how to use the equipment to Informant is normal.
- During Crappel's 6 years in the Division, he had not seen morale as low and as high of a turnover rate.
- After Agents leave the Division, they are talked about by the supervisors. At one time, Blades contacted Crappel to inform him he was going to be the next Team Leader. He asked what about Senior Agent Ronald McKay to which Baldes responded, he will never be a Team Leader if he is the commander. Crappel further inquired about Robinson and Dinh. Blades response was that Robinson is one dimensional and Dinh is going to be a Task Force Officer.
- While Crappel was assigned to Navarre's team, Navarre informed him he was instructed by Blades to keep record or Hunter, Sanford and McKay on their lunch break times, and what time they arrive and depart work.
- Madere and Blades went to the office to get Team Leaders a pay increase, they refused to acknowledge Robinson was a Team Leader, stated Navarre and Crappel were Team Leaders longer.
- Crappel felt there was favoritism toward Navarre. Conversations between Blades and Madere with the Team Leaders, only Navarre would be included.
- Crappel was aware Robinson went forward about Navarre verbally abusing Hawkins constantly. Hawkins was eventually moved from Navarre's team. Navarre continued the verbal abuse. Navarre began to make jokes about Hawkins complaining.
- Team members would be changed without Crappel knowing. People would be added or taken away. When brought to Madere or Blades' attention about personnel not being able to work with Navarre, the response would just be, they need to stop being babies.
- He feels as though the most toxic person in the Division is Blaes. Everything unfolded in the Division was because of him. Corrective actions were never taken on issues that were brought forward on Navarre.
- Crappel feels Blades, Madere and Navarre have lost the confidence and backing of the other Agents. Furthermore, feels there is no coming back from this without a supervisory change.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

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On Thursday, July 27, 2023, at 1518 hours, Captain Ronald McKay conducted an audio recorded interview in a private location with Senior Detective Richard Hunter. During the interview the following relevant statements were provided:

- Regarding the incident which occurred at HSI on July 26, 2023, Hunter was being utilized as a drone pilot for the controlled purchase. Several Agencies and Divisions were participating in this operation. Hunter entered the room where the Informants were located and noticed all the personnel in the room.
- He noticed there were several conversations going on while speaking with the Informants. Madere, Navarre, and Dinh were talking loudly. At one point, the Informant asked Hawkins to calm everyone down so that he could hear. Hunter departed the building a short time later along with Dinh.
- Hunter then noticed the Informant and (Houma Police Department) Agent Corey Beal come outside, and the Informant appeared to be upset. They were able to get the Informant to calm down and go back inside the office.
- After it was learned, the controlled purchase was not going to continue, Hunter and Guidry departed, ultimately informing Major Kody Voisin of the incident which had occurred.
- Hunter was hired by TPSO in 2018 and assigned to the Narcotics Division under Captain Derrick Collins. There was never an issue with the Division leadership besides Blades. Around 2019 Hunter noticed Blades would ignore him and speak to everyone else in the building.
- Directly heard Blades state on his return to the Division in 2020 that he has a point to prove.
- When Blades became the commander, Hunter was called into the office and questioned about evidence. It was at that time, Blades instructed Huter, he was not allowed to work more than one case number at a time.
- Blades had a philosophy of "do as I say, not as I do"as he would work District B Grants while asleep on his futon.
- On one occasion, Daigre assigned Senior Agent James Scales, Agent Julio Escobar, and Hunter to search for washed up kilos. While out, Escobar had to return. Hunter stayed with Scales so he would not be out on the water alone. This was approved by Daigre. The following day Blades questioned Hunter on the approval of him staying out. When Blades was informed Daigre did, he responded stating, "Col. Daigre does not run this Division". Hunter then removed himself from the conversation.
- From 2020 until 2022 Blades removed the ability for Hunter to have discretion on his own case. He was told he had to call before a decision was made to write a traffic citation or not.

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- Since transferring from the Narcotics Division, Hunter felt blessed to be out of the environment. He did feel as though he was forced out. Hunter further explained, the Division deserves better leadership than Blades, Madere and Navarre.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Friday, July 28, 2023, at 1123 hours, Captain Ronald McKay conducted an audio recorded interview in a private location with Houma Police Department Sergeant Neil Abbott. During the interview the following relevant statements were provided:

- The controlled purchase that was intended to be completed on July 26th was the coordination with Liner to have the controlled narcotics transaction occur in the Parish, especially due to the fact it was for suspected Fentanyl laced pills.
- Abbott brought Amador and Hawkins into the room to meet with the Informant, who was followed by several others. He did not think it was a good idea to have all the people inside of the room while the paperwork was being completed.
- He could hear conversations being had about fishing and boats, by Navarre, Madere and Dinh.
- A short time later, Abbott hears, "Fuck this, I'm done". He notices the Informant walk bast his office and Madere was following behind him. Madere was heard saying, "Mother fucker you ain't gonna tell me how to do my mother fucking job. You gonna do what the fuck I tell you."
- When Abbott intervened in this, Madere told him he was not trying to sabotage, but they were not going to tell him how the equipment operates.
- The Informant provided he was only asking how the equipment works, so the deal goes without a problem.
- Abbott has communication with Liner and speaks on a regular basis, whereas it is not the same with Blades. There is no contact and Blades does not return his calls.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Monday, August 31, 2023, at 0732 hours, Captain Ronald McKay conducted an audio recorded interview in a private location with Houma Police Department, Agent Cory Beal. During the interview the following relevant statements were provided:

- The Houma Police Department Narcotics Agents are currently housed inside of the HSI Office. On July 26th during the meeting with the Informants, Beal was in his office. He did notice there was many

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people inside of the room while Agents were attempting to complete the Informant packet. He further explained this is not normal while speaking with confidential Informants.

- He then heard, "Beal, Beal, we're going". He assumed the Informant was ready to complete the controlled purchase. He follows the Informant outside and he looks aggravated. Before the door shut, Madere walks outside and words were exchanged between Madere and the Informant with Madere stating, "I've been doing this longer than you have been alive."
- Madere yells at the Informant, "fuck you, fuck you". Houma Police Department Sergeant Neil Abbott intervenes and shuts down the deal and tells Madere to leave.
- With 15 years in law enforcement and 8 years working in Narcotics. In the past, there was a good relationship with TPSO Narcotics, but recently there has been none. Crappel and Robinson are the only ones that have reached out and attempted to stay in contact with HPD.
- Beal feels there is a large separation within the Departments. The others at HPD feel as though TPSO has an "I, I, I" mentality.
- During an incident at That Stanley parking lot during Mardi Gras 2023, TPSO Narcotics did not provide any assistance, besides the K-9 Division, Senior Agent Tyler Fitch, and Robinson. (note: a disturbance occurred where assistance was requested, and it was learned this was due to an order given by Blades not to assist unless completely necessary).

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Friday, July 28, 2023, at 1424 hours, I, Lieutenant Philip Crabtree, obtained an audio recorded statement with Houma Police Department, Agent Charles Doucet. This statement was obtained with only he and I present, at his private residence.

Doucet was located inside of an office nearby where the Informants were being processed. During this time, he heard yelling from the doorway of the building. He then discovered it was Madere engaging with the Informant. Doucet explained he did not get involved with this matter. Doucet informed, the controlled purchase did go through the following day with Louisiana State Police and Houma Police Department, where suspected Fentanyl pills were purchased from two separate locations.

Doucet went on to explain, when there were interactions with TPSO Narcotics, it was almost like it was stepping on toes when they got involved with cases. It just would seem as though there was always a problem or something that prevented a case from working out when attempting to assist TPSO Narcotics in an investigation.

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Doucet also provided statements regarding happenings during Mardi Gras 2023 at That Stanley where TPSO Agents remained in the back of the parking lot with the exception after an arrest he was left alone, he noticed Senior Agent Tyler Fitch and Liner and only a few other Agents leave their location toward his. After his support returned, they departed back to their area in the rear of the parking lot.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Monday, July 31, 2023, at 0919 hours, Captain Ronald McKay conducted an audio recorded interview in a private location with Houma Police Department, Agent Corey Duplantis. During the interview, no information pertaining to the event on July 26, 2023, was provided. Reference the recorded statement in its entirety for any information which was provided.

This concluded the interviews with the individuals who had possible information to provide pertaining to the incident which occurred on July 26, 2023, at the office of Homeland Security Investigations as well as other directly related matters. With the scope of the investigation, interviews were then conducted with employees who are assigned to the Narcotics Division or were assigned to the Narcotics Division during the time of Blades being the Division Commander.

On Thursday, July 27, 2023, at 0925 hours, Captain Ronald McKay and I, Lieutenant Philip Crabtree conducted an audio recorded interview with Lieutenant Colonel Terry Daigre. This interview was conducted at the Terrebonne Parish Sheriff's Office, while inside of a private office.

Currently, Daigre is assigned as the Criminal Commander, which is overall criminal enforcement for the Terrebonne Parish Sheriff's Office. Prior to this assignment he was the Narcotics Commander. During that time, Blades, Madere and Navarre were Lieutenants. Daigre felt as though he had no issues with anyone in the Division under his command. While assigned there, Blades was not assigned to a team, was placed on a Monday through Friday schedule but was very difficult to find after 1400 hours. He was not the most energetic Agent in the Division. Narcotics was a Division which Deputies strived to become a part of a pristine position. However, this had changed three years ago when Blades took over the Division. He went on to explain, it was in his opinion the high turnover rate was the fault of the command staff and improper supervision.

When Sheriff Soignet took office in 2020, Blades approached him stating he was the Commander of the Narcotics Division and Daigre will not run the Division. Daigre conveyed he would still have say so in the day-to-day operations of the Division.

Daigre explained, there was an occasion where he requested assistance from Narcotics Division to assist detectives. As Agents arrived, Daigre would give them assignments. Upon Blades' arrival, he was upset and

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then told Daigre he would not assign his personnel without his authorization. This exchange became heated where Blades was reminded of the rank structure. To his knowledge, shortly after this, Blades sent out an email to all Agents forbidding them from speaking directly to Daigre, furthermore, any contact with Daigre was to be approved by Blades.

Daigre felt as though he was kept out of the loop on the operations of the Narcotics Division. On one instance there was an operation which the Narcotics Division was conducting. Daigre felt as though he was kept out of the loop of these activities as this operation was known by several outside agencies, however our own Command Staff knew nothing about it.

To his knowledge, several former Agents and current Agents felt there was a target painted on their back. Blades and Madere were vocal about getting Agents (Sanford, Hunter, and Kayla Lapeyrouse). Since departing Narcotics, these individuals are doing a phenomenal job in their new positions. Additionally, there were occasions where Scales, Robinson and Russell Hornsby expressed to Daigre their interest of transferring out of the Narcotics Division while under Blades' command.

There was an incident which Daigre directly witnessed. He and Hornsby were set to go on a fishing trip. While loading up their supplies, Hornsby was contacted by Blades and informed his assistance was needed for a case assignment. Blades ultimately threatened Hornsby with disciplinary actions if he did not go to work, though he was not on call, and it was his day off.

Daigre explained, he feels the key to success of the Narcotics Division is through networking with other Agencies. However, he feels Madere's major flaw is the lack of desire to work with outside Agencies, including HPD and LSP.

In closing Daigre stated, he does not like Blades, but that is not what this is about, it is about the Narcotics Division. He feels as though the Division is in shambles. Agents are asking for transfers, from the veterans to the rookies. It is the same supervisors that come to the office demanding manpower yet are responsible for running people out.

Ultimately Daigre feels the issues Blades has with him, stem from Blades feeling as though he should have been appointed Narcotics Commander whenever Daigre received it and has yet to let it go.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

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On Thursday, July 27, 2023, at 1151 hours, I, Lieutenant Philip Crabtree, conducted an audio recorded interview with Lieutenant Kayla Lapeyrouse. This interview was done in a private office at the Terrebonne Parish Sheriff's Office.

Kayla was assigned to the Narcotics Division from April 2011 until January 2021. During her time there she worked as an office administrator, responsible for grant acquisitions, finance management and other day-to-day departmental operations.

During that time, after Blades learned he was to be the Division Commander, and him taking this position. Blades made statements of having something to prove, going further to make statements such as, "I'm like an STD you can't get rid of me". Lapeyrouse felt as though she was pushed out of her position, never having requested to transfer from Narcotics. On occasion, Madere would tell her she belonged downtown, not with them. Lapeyrouse felt she was targeted by Blades because she and Daigre had a great working relationship and that is what caused it.

Lapeyrouse recognized the Narcotics Division was a highly sought after position and Deputies would come out and work with Agents all the time for free, prior to July 1, 2020. Now it appears no one has interest in transferring to the Division. There are occasions where she would hear yelling from Madere and Navarre at co-workers. She recognizes the difference between just being loud and being upset. There were a lot of small things that appeared to have just created tension in their daily operations.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Thursday, July 27, 2023, at 1433 hours, I conducted an audio recorded interview with Major Russell "Rusty" Hornsby. This interview was conducted in a private office at the Courthouse Annex building, located at 7856 Main Street Suite 101. Hornsby maintained documentation of his interactions which he believed to be areas of concern involving the Narcotics Division administration. The documentation provided is listed directly below in his firsthand accounts:

Things Capt. Neal Blades spoke to me on in the presence of Lt. Russell Madere on November 16, 2021:

NOTE: Myself, Travis Sanford and Richard Hunter are the 3 personnel that was called to the Sheriff's Office to answer questions as to Neal' leadership and history with specific Agents. Travis and Hunter were counselled in the same manner as I was, they have both been transferred out of the Narcotics Division after years, of dedicated service under numerous Supervisors. James Scales has requested and been granted a transfer and Henry Dinh has left (partly due to 400 leadership).

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Sheriff Tim Soignet had a meeting at 400 and advised 400 personnel that Neal was also spoken too, and that Sheriff Soignet told Neal that Neas was not to retaliate against anyone that spoke.

1. Neal texted me at 10:30am and told me to be at 400 at 2pm. I was in route to Lafourche Parish for pre-deal surveillance and my group was shorthanded (due to vacations taken). Neal did not want to adjust, and that meeting did take place in his office at 2pm.
2. Hung up on him. Happened almost a year prior, maybe over a year. It was either a weekend or Friday (off duty, which he has said in the past that if we are off and do not answer his calls that he understands), that I answered his call. I was in the driveway after purchasing over $150.00 in food for a camp trip. I was told to be at a location in St. Mary on the next day. I tried to explain that I was leaving for a weekend camp trip and had already spent money. He did not want to hear an explanation and told me there would be consequences if I did not show up. I do not remember if I hung up on him or not (as he said I did). Yes, I was mad as I was about to leave for a trip that I had spent money on and had to cancel. He said that I did show up, so this was a non-issue, but he did not like being hung up on.
   He did not bring this up until approximately a year later or over a year later.
3. Calling out 400 personnel without asking him 1st/ This was a constant thing I was doing, was never told not to do it. Group me was an application 400 used to communicate. I would ask via Group me if anyone was available (and not to come in if you were off) to assist with either a deal or surveillance. It worked great as when my group needs people to assist, it is quicker to get on the Group Me application. Unknown to myself and Shelly Liner, 400 personnel had a meeting (Shelly and myself were not present), and the Agents were notified that if and when I ask for assistance, that they were to make sure myself and Shell had checked with Neal 1st. During the instance counseled on, I called Ronald McKay for assistance, and he had asked if I 1st called Neal. Not knowing of the rule change, I told McKay that I had not. I then called for Neal who did not answer his phone (this was an afterhour's call). I then called Major Daigre for assistance. Assistance was provided via the detective bureau and newly formed Gang/intel Unit. The following day or two, Neal and Russell came into my office and explained on Neal now wanted me to ask for assistance. Since the new change and explanation, I have asked Neal when I (or my group) needs assistance. There have been no known issues since this. I no longer use the Group Me application as this (as explained) is not a formal TPSO communication application.
   He counseled me on these 7 to 9 months after the incident
   NOTE: As of 1/20/2022, TFO Hornsby did notice that several Agents used and continue to use this app to ask for assistance which no push back from Capt. Madere or Major Blades.
4. Yelling at another Agent while in the presence of other agencies. During a scheduled drug purchase of 2 ounces of heroin in Terrebonne Parish, myself and Agent Scott Robinson, got into an argument over his CS not answering his phone. I tried to explain to Scott why we needed to make contact with the CS as I

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had DEA group, HPD, DEA Air wing enroute to assist. This is a complex thing to get done and without the CS this day would be a wash. I had asked Scott to go to his CS residence and get the CS. Scott did not want to do so, saying the CS knew he had a specific time to meet. I do not remember at what point we began yelling, but both of us were yelling. During this, Lt. Madere awas present and walked tout to go do something else. I then took Agent Nick Cortez, and we began traveling. While doing so, myself and Nick talked about different ways to handle deals, CSs, and drug investigations in general, as I was trying to teach Nick other ways to handle things. While traveling we had the patrol unit in the area the CS lived to the CS house and make contact with the CS. The unit did so and the CS called Scott, but only after the marked unit made contact with CS. This deal was completed on this day for 2 ounces of heroin ($3000.00 in DEA Funds) from an upper level heroin dealer in Terrebonne Parish. Due to this, the target is set to be indicted federally at some point in the beginning of 2022. Neal said that he was embarrassing that it go to the point in the presence of another agency. Neal was not at the office during this incident Sgt. Neil Abbott was the only non TPSO Employee in the building during this incident. DEA personnel had not arrived yet. Neal stated that no one wants to work with me, to which I asked who Craig Rhodes? Lt. Rhodes and I had a disagreement years ago over a case, which had been resolved years ago, in my opinion.

Prior to this meeting and since this, several Agents within and now out of the Narcotics Division speak to me on cases and none that I know of are not willing to work with and or assist me. Major Blades is using one incident to give a general statement as to my abilities to assist and work with other people.

5. Low stats. Capt. Blades said that he talked to the Sheriff about my low stat numbers and that if they continue that I would be removed from the Narcotics Division. Major Blades asked if Major Solet did me the consideration of counseling me before Major Solet had me transferred over a decade ago. To my recollection, he did not. I advised Major Blades that my DEA Group was the #1 group for the year 2021 in seizures for at DEA. I advised that I could email him and Capt. Madere then stat numbers to show what my group have and are doing (which was done 11/16/2021). It was also explained that as of November 2021, DEA TFG 3 had app. 22 people awaiting indictment and approximately 22 of those are from Terrebonne Parish cases (which is no small endeavor). Major Blades then said that I have to work on my communication with him and Capt. Madere. Neither one of them has asked in the past or appeared to be interested in the stats coming from my group, unlike the instructions that were given to TFO Shelly Liner to report his seizures.

   As concluding this meeting, Major Blades had a paper that he said I could sign or didn't have to sign as it was not an admission of any guilt. He said it was only stating that I was spoken too. I did not read it, but I did sign it.

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My record from the past 22 years is clean and non-existent as it relates to conduct and TPSO and DEA operation procedure. Myself and teams I have been a part of throughout the years of service have been effective in combatting the drug war with in Terrebonne Parish and surrounding Parish's. I have never been counseled or complained upon by any supervisors, either within TPSO, DEA, or outside agencies that I assist on.

I believe that Major Blades has a vendetta against several people, which include Travis Sanford, Richard Hunter, myself and other not to be named in this report that makes for a hostile work environment and poor working relationship with outside agencies. It is evident to me that within a year of taking command of the Narcotics Division, multiple long time Agents have requested their transfer from the Division, who previously loved and were successful at Narcotics Enforcement, due to the supervision within that Division. Major Baldes, during group meetings, has said that he has gotten out the people that he did not want in the Division. These Agents were good, hard working, and knowledgeable Agents, which happen to be the only Agents called into the Sheriff' Office to speak on behalf of the leadership at the Narcotics Division.

December 2021 hats. I was made aware that Major Blades handed out Blue Falcon Hats (in reference to the cop term for snitches or cops who screw over other officers) to Narcotics Agents. Note I did not get one and I take this as Major Blades singling me out as a snitch.

May 26, 2022, TFO Hornsby was assisting Arizona Postal Inspectors with a controlled delivery. I asked for assistance through Capt. Shelly Liner. Capt. Liner was told he could assist but everyone else in the Division was busy prepping for a multi-part search warrant the next day. Capt. Liner did ask, and only out his kindness, 1st Lt. Seth Boudreaux assisted. After the CD, myself and several SA's came and TFOs came back to 400 and observed several narcotics Agents sitting at their desks doing nothing.

June 6, 2022, TFO Hornsby met with HPD and LSP for another operation. I asked if those agencies were willing to assist in an operation on Henderson St on Wednesday June 7, 2022. All agencies agreed to assist with what was needed. I contacted Capt. Liner and asked for a K-9 handler to assist. Capt. Liner wanted to get a team of Narc Agents with TPSO to assist. Major Blades and Capt. Madere both Told Capt. Liner that they were not sure what the other teams were doing and that they could not designate anyone to help. NOTE: SCOTT ROBINSON WAS WORKING BY HIMSELF ALL WEEK DUE TO ESCOBAR OIS AND HIS OTHER TEAM MEBER AT A SCHOOL.

After reviewing the provided documentation, we spoke further about some of the points previously mentioned.

Hornsby explained there was not a turnover in the Division until Blades became the Major. This was in part due to the totalitarian type of environment he provided. Hornsby recognizes this is a non-responsive skill as

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opposed to showing leadership abilities. However, showing leadership was difficult because Blades was not around often. Further poor displays of leadership were conveyed. On one occasion, Blades sat in a chair playing a game on his phone during his first search warrant as the Commander. Hornsby was taken by surprise because this was not what he was used to coming from previous Commanders.

At the time, Hornsby and Liner had responsibilities as a TFO for outside agencies, they were excluded from meetings where it was learned Agents were required to contact Blades before assisting them. Hornsby explained how Madere would follow the mentality of his supervisors. He would adapt his demeanor to suit whomever the Division Commander was. He had done this since they had worked together.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Thursday, July 27, 2023, at 1525 hours, I conducted an audio recorded interview with Sergeant Julio Escobar. This interview was conducted in a private office at the Courthouse Annex building, located at 7856 Main Street Suite 101. Escobar maintained documentation of his interactions which he believed to be areas of concern involving the Narcotics Division administration. The documentation provided is listed directly below in his firsthand accounts:

In early 2020 in a camper at the Motorpool, myself, Navarre, Crappel and James Smith present. One day Navarre and I got into an argument, thankfully Crappel was present and separated us before it got physical.

Since that time, Navarre and I never linked up again. No matter how much I try to be the bigger person and eventually said to hell with it. Mike (Navarre) would always make comments behind my back; questioning the part of town I lived in, who my personal friends were and on one occasion even going speak to confidential Informants who were INCARCERATED, about my credibility (they pretended to be members of the District Attorney's Office).

Oct 26, 2022

Madere was boasting about having my computer stating, "I'm going to have Julio's badge, I am going to find something on him." This was a conversation Madere had with Alexander Allen. I brought it to the attention of the Sheriff, who assured me that he would handle the matter.

Feb 27, 2023

Spoke with Jason Lyons (Assistant District Attorney) today, Jason explained to me that Blades was the sole person who brought the IA matter to his attention to have me never be in law enforcement again. Jason discussed his opinion on the matter as something simply blown out of proportion.

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April 19, 2023

Meeting with Lt. Colonel Stephen Bergeron, Sheriff, and Brent (Favalora). The Sheriff also still stated he had no knowledge of who brought the matter to the DA Office. Talk of defending the actions of Russell Madere and Neil Blades who I explained were openly telling agencies that I was a liar and a "Brady Cop". I asked about my computer, who was it taken back in October. They explained, Madere and Shelly Liner went through it along with my prior investigations making sure that everything I did was correct. While Neil can go around everyone in the room and go to the DA Office, while Russell can brag about trying to "Have My Badge". Was told this is third party information.

After reviewing the provided documentation, we spoke further about some of the points previously mentioned.

There were problems within the Narcotics Division, during his time there, he had witnessed Madere yell at every Agent in the building on different occasions, calling them a stupid motherfucker. He would find a way to go after their personal life, very cutthroat. Extremely confrontational, there was no other way, it was Madere's way or no way. However, Escobar's desire to work in the Division superseded the problems and was able to push through hand continue to work. This environment was worsened when Madere and Navarre were together, you did not stand a chance. Escobar witnessed them completely tear down an Agent. On the previously mentioned incident, where Escobar and Navarre had an exchange, this was brought up to Madere and Blades, who ultimately laughed off the entire incident. If you asked either of them to leave you alone, it was just "blood in the water" and the intensity would increase.

Escobar stated, he witnessed Navarre nearly cause a fight with Robinson and Crappel on separate occasions. They went after Dinh, bringing him to tears over talking down on him and speaking negatively on him. Escobar believes Dinh would still be employed here if it had not been for these instances.

Escobar, Fitch and Cortez would reach out to other agencies for assistance on larger investigations and would face retaliation from Navarre and Madere. This led them to feel as though it was a "this is our show" mentality.

The statement previously provided about subjects pretending to be from the District Attorney's Office. Escobar was asked to further explain this matter.

Escobar explained this had occurred on April 14, 2021, he and Cortez went to the Terrebonne Parish Criminal Justice Complex to speak with Christopher Diano. During the interview Diano mentioned having been spoken to by two from the District Attorney's Office recently. Through conversation, it was believed to have been Madere and Navarre. This was established due to the physical descriptions provided by Diano. Escobar later

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confronted Blades about this matter to which he provided; they were just checking on the integrity of the case. A later interview was conducted with Cortez where the conversation had with Diano was validated.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Thursday, July 27, 2023, at 1740 hours, Captain Ronald McKay conducted an audio recorded interview in a private location with Captain Shelly Liner. During the interview the following relevant statements were provided:

- In regard to the incident which occurred on Wednesday, July 26, 2023, there were several agencies and Divisions assisting with a controlled purchase, where Amador and Hawkins were completing the documentation of the Informants. When Liner arrived at Homeland Security, he spoke with Madere and Navarre in reference to having to go to court. This
- Liner was speaking with Schexnayder when Fox and Robinson approached him and told him to get to the back.
- Liner discovered Madere to be visibly upset. Abbott informed him of Madere having yelled and screamed at the Informant.
- Liner told Madere to calm down. To which he snapped back, stating, "I am calm, I'm fine. Just pissed off. Stop telling me to calm down". Liner believed as though Madere felt the Informant was trying to control him and felt as though the Informant should be a target not an Informant.
- Madere wanted Agents to go pick up the Target on outstanding warrants and bring him to HPD. Liner expressed, HPD should have been made aware of the active arrest warrants, this caused Madere to become upset. Liner is unsure if anyone contacted HPD informing them of the active warrants.
- Liner feels as though he has not been treated like a Captain in the Division or even a Supervisor within the Narcotics Division. He feels as though he is doing the same job as Kara Gautreaux, showing Agents the asset forfeiture steps. Liner is not made aware of when the TFO's he is to be supervising, are going on vacation or when they want to go to classes.
- On Tuesday, July 25, 2023, District Attorney's Office Investigator Bryan Boudreaux arrived at Narcotics to serve Subpoenas. Liner is walking around the office with Boudreaux when they see Navarre and Madere, they shut the door. Before Liner left for the day, he informed Madere, he and Navarre had a motion to suppress the following morning.
- The following day, Liner went to court, informing the ADA he was there and just inform him when he was needed. About 1030 hours, Liner walked in court and spoke with Amanda Mustin, who informed him the case had been continued due to Navarre's request due to prepping for Federal Court, to which Mustin provided Liner to view the text message from Navarre.

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- Liner contacted Fox, due to him being the Case Agent. He informed Liner he was not preparing for Federal Grand Jury; He was in fact enroute to assist HPD with a Controlled Purchase.
- Liner contacted the Special Agent who was handling the case and inquired whether Court Prep was occurring. The Special Agent had no clue what Liner was talking about. The Special Agent later contacted Liner and informed him the Court Prep date was August 2, 2023.
- Liner was upset because Mustin was lied to about the preparation for Federal Court appearing he did not want to go to State Court. Instead of going to court, Navarre was at HSI for the Controlled Purchase.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Friday, July 28, 2023, at 0955 hours, I conducted an audio recorded interview with Alexander Allen. This interview was conducted in a private office at the Terrebonne Parish Sheriff's Office, located at 3441 West Park Avenue.

During Allen's time of employment at the Terrebonne Parish Sheriff's Office he was assigned to the Narcotics Division from June 14, 2021, until October 4, 2021. During this time Allen went through a major personal event involving a relationship. With the scope of the investigation, I inquired whether the environment had any impact on him transferring out of the Division in only four months. During his time in Narcotics, he was assigned to Navarre's team. Allen explained Madere and Navarre began to give him a hard time after this event, ultimately made him, "feel like shit". In hindsight, he recognized their intent was to prevent him from getting into a bad situation but did not feel that way at the time.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Thursday, July 27, 2023, at 1457 hours, an audio recorded interview was conducted with Lieutenant Travis Sanford. During the time of the interview, we were in a private office at the Terrebonne Parish Sheriff's Office Criminal Investigations Division, located at 137 Capital Blvd. During this time, Sanford provided a typed synapse in his own words of his accounts. This information is inserted below:

I'd like to thank you in advance for allowing me the opportunity to share with you the experiences and observations encountered over the past three years in regard to the leadership, or lack of, shown by Major Neal Blades and Captain Russell Madere.

Prior to Blades and Madere being placed in charge of the Terrebonne Parish Sheriff's Office Narcotics Division, I was assigned to the Narcotics Division from 2003-2004 when I left to pursue a career in the medical field and

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returned in 2008 and remained there until Major Blades and Captain Madere were named as Commander and Assistant Commander.

During the course of my long and successful tour in the Narcotics Division, I had the pleasure and chance to serve under different administrations and different Commanders and Assistant Commanders. All Commanders and Assistance Commanders prior to Blades and Madere, always put the department and the Division before and above themselves. Upon their appointment, that changed.

Prior to Blades and Madere assuming command of the Narcotics Division, I had never received any sort of write ups or any sort of disciplinary actions, from any of my superior officers. This also includes my time spent on both Blades and Maderes teams with them serving as my team leaders.

Immediately upon Blades and Madere assuming command of the Narcotics Division, the morale amongst the personnel in that Division, immediately began to decline. It became apparent that they both had a list of Agents and Personnel that they wish to be removed from the Narcotics Division and would do whatever possible to make such happen. Examples of such actions are as follows:

Upon Blades and Madere taking command, I was immediately removed from the rank of Lieutenant and Team Leader and reduced to the rank of Senior Agent and assigned to James Scales team. At no point did Blades or Madere attempt or offer any sort of sit down and discussion with me to explain or discuss the reasoning for their decision, regardless of asking for such meeting or explanation.

On August 18, 2020, I was called into a closed door meeting with Blades and Madere. During the meeting it was extremely apparent that Madere was the one controlling the meeting and dictating what was and wasn't said due to him immediately taking control of the conversation and topics of discussion.

During this meeting, on several instances called me a "Dick" and "Toxic Employee" and expressed I would be better off going to another Division. Anytime I would attempt to interject, he would be come extremely upset and begin raising his voice.

At the conclusion of that "meeting" it was extremely clear how they would run and operate the Division and you would either agree with their way and decisions, or pay the consequences.

Shortly after I requested to be transferred to the Detective Bureau under Major Kody Voisin. My Decision to transfer was based on the simple fact that I knew if I remained in my current assignment, Blades and more so Madere, would stop at nothing to ruin my career.

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After Hurricane Laura struck the coast of Louisiana and destroyed several Louisiana Communities, I was assigned by Colonel Daigre and Sheriff Soignet to deploy to Beauregard Parish to cook for the Law Enforcement and First Responders who suffered great tragedy.

Upon my return, I learned that Blades had actually written me up for not obtaining his permission first. I was completely shocked that someone could be so much about themselves to write an employee up for responding to assist other law enforcement agencies during a natural disater.

Since my transfer, I still have not received any sort of Disciplinary actions or write ups and have assisted Major Voisin in the creation of the Intelligence Division.

Since Blades and Madere assuming Command of Narcotics, I have seen multiple seasoned and dedicated Agents either quit or transfer out of Narcotics for the same reasoning. I have also kept in communications with the remaining Agents still assigned to that Division.

It was communicated that all Agents were instructed by Madere and Blades that they were not allowed to communicate with Myself or Senior Detective Richard Hunter or anyone within the Intelligence Division or there would be consequences. Agents have actually had to walk outside of the building to call us to make sure Madere or Blades did not hear them speaking to us.

I've also communicated with multiple partner agencies and have had to do damage control because of the actions of Madere and Blades when participating in joint operations. Multiple partner agencies have decided against partnering with our Narcotics Division based soley on the actions of Madere and Blades.

In ending, while it is only my opinion, but also an opinion shared by others, Blades and Madere are the absolute worse Commanders the Narcotics Division has ever had in my career. Having spent a majority of my career dedicated to that Division, I can say that with a clean conscious. I have never seen more selfish Commanders ever in my career and I truly believe they have set back that Division greatly.

Thank you for your time and Thank you for finally giving the dedicated Narcotics Agents still remaining in that Division something to look forward to. We have lost enough employees because of Blades and Madere.

In conjunction with this information, Sanford provided a portion of the disciplinary document regarding providing Hurricane Laura relief. Also, this document encompassed several issues ranging from Hurricane Laura which occurred in August/September 2020 until matters regarding a detail during December 2020. A photocopy of the document is included with this file.

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In addition to the documents provided the following information was obtained from the interview with Sanford:

- On June 30, 2020 , at the time, Sanford was Team Leader and the on-call Agent. He was called out and investigating on the transport of a large quantity of methamphetamine into the area. During this time, Navarre arrived at the Narcotics Office and informed Sanford he was sent there by Blades and was now his Team Leader. Navarre informed him to contact the money source and have them bring the money in before the narcotics arrived so the money could be seized. Sanford contested this, stating, without the narcotics, the money could not be seized. Due to this response, Navarre instructed Sanford to arrest the Informant and transport him to TPCJC.
- Sanford and Scales joked about the fact he was no longer a Team Leader (currently assigned to Scales). On one occasion Sanford joked that he could not be trusted with the money (for CI work) while Scales was on vacation. This led to a meeting with Sanford, Madere and Blades. During this meeting, Madere told Sanford, he needed to be a team player and he was not going to take his negative attitude and he could transfer out of the Division since he would not be happy and wouldn't take the money from Scales.
- If this were not going Madere's way, he would say, "this is stupid", and make other negative statements.
- Sanford felt Navarre was a good person on his own, but with Madere he becomes a bully and talks down to people and appeared as though he thought his size would be an intimidation factor.
- There were occasions where Madere would call fellow Agents, "stupid ass", and having thrown things in the office and storm out.
- During one investigation, the Narcotics Division learned the Detectives had a pole camera for surveillance on a residence. Upon reviewing the footage, he noticed Navarre's unit passing in front of the residence several times. (Leading one to believe this was to interfere with the investigation.)
- Once Sanford was transferred to the then Gang Unit, he was never offered assistance from Narcotics due to a large, organization, with search warrants or in any way.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Thursday, July 27, 2023 at 1919 hours, I conducted an audio recorded interview with Corporal Gerrith Ledet. This interview was done in a private office at the Terrebonne Parish Sheriff's Office.

During the interview, Ledet provided the following relevant events:

- On February 3, 2023 Ledet informed, there was a vehicle pursuit Navarre had initiated and ended on Cascade Drive. The radio traffic indicated the driver fled toward St. Louis Canal Road. Ledet's K-9 made an apprehension on the driver. Ledet told dispatch to contact Boudreaux and

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Corporal George Davis. Ledet recognizes that he should have not told them to contact Davis. This traffic was brought up to Daigre. After reviewing the camera footage, it was determined the matter was blown out of proportion.

- On February 14, 2023 , Ledet responded to an incident within the capacity of his obligations to the S.W.A.T. Team, where he utilized his K-9 partner. During this time the subject fled the residence where he deployed the K-9, which jumped into a bayou after the subject. K-9 would not come back from the far side of the banks to Ledet, therefore Ledet entered the ditch to retrieve the K-9 and the subject. Thus resulting in Ledet and K-9 being covered in mud from the sewage drainage canal. Ledet was given a directive from Lt. Col Stephen Bergeron to go home and clean up. However, Navarre called Ledet back to work the perimeter on scene while the search was being conducted on the residence. Further stating, your responsibility to S.W.A.T. is complete and you are assigned to Narcotics, therefore Ledet returned. Due to being covered in mud Ledet had removed his vest and department issued pistol and was instructed to maintain observation on two subjects outside of the residence. Approximately 15 minutes prior to departing, Hawkins arrived at the scene. It was learned that Hawkins departed the operation to pick up food for Blades who was working a detail.
- During the timeframe surrounding Mardi Gras, Ledet and Lieutenant Dakota Fitch were working Stonegarden Grant. During this time, they located a small amount of marijuana burned cigarette. The article was seized for destruction and the subject was not charged, utilizing officer discretion. Madere reviewed the report, and he contacted Bergeron to inform him of this matter. Ultimately Ledet was instructed to charge everyone no matter what was located. Ledet provided he had firsthand knowledge of Agents maintaining this practice and this was never brought up. It was apparent the focus was on the K-9 Handlers.
- On Mardi Gras da (February 21, 2023) all K-9 units were spread out in pairs throughout the parking lot where a large disturbance occurred and provided radio traffic that further assistance was needed to the area of Morgan Street in That Stanley parking lot. The only agent Ledet recalled responding was Fitch, while the remainder of the Narcotics Division was standing in the center of the parking lot. Through third part, it was said that Blades instructed the agents to not respond to anything, only show their face and leave.
- Ledet feels as though the issues the Narcotics administrators were having with Boudreaux were not going anywhere so they began focusing on him. During this time Blades removed all responsibilities from Boudreaux is when he noticed the relationship with K-9 and the rest of Narcotics went downhill.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

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On Friday, July 28, 2023, at 1606 hours, I conducted an audio recorded interview with Corporal Dillon Condetti. This interview was done in a private office at the Terrebonne Parish Sheriff's Office.

Condetti believes part of the problem Blades had with Sanford, Hunter, and Hornsby, was they were leaking information about the Division to Daigre. This was believed to be problematic due to Blades stating, "I don't give a fuck what Terry, wants, this is my Division, I'm going to do what I want." This led to further separation with Narcotics and Detectives, because if any communications were had with Sanford or Hunter, you would be seen as a traitor.

There were several problems with the K-9 units, and this resulted in Condetti and Sergeant Kyle Dunning riding together during their shift. When two new K-9 units were purchased, the unmarked vehicles the K-9 handlers were using were put up for auction still leaving them without a spare unit.

On one instance, he brought up an issue had with Madere and Navarre to Blades. To his knowledge, Blades did speak with Madere privately about the matter. On the same evening, Condetti posted a photograph of his K-9 and Madere's spouse commented on the photograph, "If you don't like it, other places are hiring." This led him to believe there was no secrecy had about concerns addressed at the office.

It became apparent to him, Madere would conform himself to whoever the Commander was. He did this with Daigre and Collins and had since done this with Blades. Since Blades took over the Division, Madere talks trash about Daigre.

On one occasion, there were no units available and Condetti, after debate with Madere, took the Toyota Tundra. While working on a detail, Boudreaux contacted Condetti, informing him his unit was fixed and available. Condetti planned for the vehicles to be swapped out and the Tundra brought to the Motorpool. Boudreaux informed Condetti he would return the vehicle to Narcotics. The following week, Madere called him upset the vehicle had not been returned, ultimately hanging up on him. Afterwards, Madere set a meeting with himself, Boudreaux and Condetti, having a written reprimand on Condetti for not returning the vehicle in a timely manner. During this meeting, Condetti told Madere he had become unapproachable.

This led to anytime he was in the room with other Agents, and Madere would walk in, Agents would state, "Oh Russell, you're so unapproachable." This led Condetti to feel as though he was not taken seriously about the statements.

Condetti also mentioned the disturbance which occurred at That Stanley during Mardi Gras 2023. He recognized there wasn't assistance from the Agents in the parking lot of the business during a disturbance.

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An incident occurred between Condetti and Madere on June 7, 2023. As a result of this matter, Condetti provided me with a document, in his own words, on his accounts of this matter.

On Wednesday, June 7, 2023, I, Deputy Dillon Condetti with the Terrebonne Parish Sheriff's Office K-9 Division, was at the Narcotics building, located on Savanne Road, when I was approached by Captain Russell Madere. Captain Madere Requested to speak to me, which I agreed to do so. We both went into the K0 office and began speaking. At some point, Captain Madere asked me my opinion about him and to speak freely, in which I responded that I did not trust him and that I felt like he was a snake and would stab me in the back every chance that he got. Over the course of the conversation, things began to become heated, at which time I advised that I was done with the conversation and was leaving. Captain Madere then told me he was not done with the conversation. I again stated I was done with the conversation and began to exit the K-9 office. Captain Madere then followed me, slammed the K-9 office door, and continued to yell and curse. I continuously advised Captain Madere that I was done with the conversation and kept walking away. I exited the Narcotics building and went outside, which Captain Madere continued to follow me, screaming and cursing. As I was making my way to my unit, Captain Madere yelled saying that I was not about to leave, to which I replied I was just grabbing a cigarette. Throughout the course of me attempting to walk away, Captain Madere yelled, cursed, called me "boy", and called me "mother fucker" numerous times. I then began to smoke a cigarette at the front of my unit, at which time Captain Madere called me "boy" numerous more times. I then told Captain Madere to stop calling me "boy", at which time he exclaimed "What the fuck you going to do about it?! We outside right now mother fucker!" In a threatening manner. Captain Madere then drove off. A meeting was then set up between all parties involved, The sheriff Tim Soignet, Lieutenant Colonel Terry Daigre, Captain Shelly Liner, and First Lieutenant Seth Boudreaux. I then met with Sheriff Soignet, Lt Col Daigre, First Lt Boudreaux, and I stated that it had now turned into a hostile work environment.

Condetti provided, it was determined both he and Madere was at fault in this exchange and there was nothing that came of it. During other interviews the statement was made, Madere followed the Informant out of the building the same manner that he did Condetti. Condetti informed there were no direct witnesses during the June 7th incident, so these statements were made from third hand information.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Friday, July 28, 2023, at 1740 hours, Captain Ronald McKay conducted an audio recorded interview in a private location with Corporal Kara Gautreaux. During the interview the following relevant statements were provided:

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- In the beginning, she loved going to work, a family-like atmosphere. Attitudes started to shift during the transition to the new office on Savanne Road. The Personnel started to divide, more hostile.
- K-9 and Narcotics Agents began to argue with each other. No side wanted to hear what the other had to say. The Commanders did not want to hear any of K-9s issues.
- Noticed several people transferred out, stating the services of the personnel were no longer wanted. Felt the supervisors made people feel they were doing them a favor by assisting in their transfer. It was apparent to her; some were not wanted.
- Blades never made her feel uncomfortable but had a "I don't give a fuck attitude."
- Notices that Navarre gets away with everything including being a bully. Makes comments about her just being a secretary. Also stating she does not need a vest and a secretary does not need to make any decisions. She went on to explain, this makes her feel horrible.
- She feels as though Navarre should stop when told to, when making her feel uncomfortable.
- One an occasion, Navarre took a voucher out of her voucher book and hid it from her. He then stated, she was the reason the vouchers were messed up. This led to a screaming match with Navarre, in the presence of Blades. Gautreaux told Navarre it was her responsibility, and he did not need to mess with it. Navarre yelled at her, and Blades refused to intervene.
- Gautreaux feels as though there needs to be more structure around the office. It cannot move forward with Blades, Madere and Navarre. The Agents have lost trust and confidence in their supervision. She further explains, it had been a hostile environment for a while.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Friday, July 28, 2023, at 0828 hours, I conducted an audio recorded interview with Senior Agent Nicholas Cortez. This interview was conducted in my private office at the Terrebonne Parish Sheriff's Office.

Cortez explained, the Intelligence Division, Thibodaux Police Department and other agencies have led to turmoil for him because he was not adopting TPSO Narcotics cases. Cortez did not adopt TPSO Narcotics cases because they were not giving him anything that could be brought to Federal Courts. Through this, there was a vocalization about the lack of trust and inability to work investigations with the Intelligence Division. This caused Cortez to maintain his contact with the Division on a need-to-know basis, to prevent problems. This problem was believed to be a personal matter.

Regarding the concerns surrounding That Stanley parking lot during Mardi Gras 2023, there was a directive given by Blades to stick together as a group and they were not to respond unless necessary.

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There were numerous arguments with Agents which primarily involved Madere and Navarre. The basis of these arguments was typically over the way an investigation was being conducted.

While assigned to Navarre's team, if Cortez was working with an Informant and the interview did not go the way Navarre wanted, he would intervene sometimes aggressively or loudly, accusing the Informant of lying, ultimately escalating the situation. Several of these incidents led to the Informant not wanting to work and being sent away and arrest warrants issued.

Cortez feels the morale within the Division is at an all-time low. There is a strong negative attitude within the Division toward Agents who conduct long term investigations. The agents are compelled to work street level users and dealers.

He further explained, the DEA adopted a case from Fox (Navarre's Team). Cortez was asked by Navarre what his plans were for Wednesday (July 26). Cortex informed him he was going to be in LaPlace doing surveillance. Navarre told him he was going to be with him prepping for the adopted case. Navarre explained he was to be in court that day and did not want to be in court, so he was going to tell the District Attorney's Office he was going to be in New Orleans for Grand Jury. Cortez thought this was a joke. He later learned Navarre informed ADA Amanda Mustin that he was not going to be in court due to these circumstances. To his knowledge Liner did appear in court as subpoenaed.

Cortez noticed there has been a downturn in interest in working in the Division. Agents would go out and recruit Deputies to come ride with them, but no one is interested.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Friday, July 28, 2023, at 1823 hours, I conducted an audio recorded interview with Sergeant Kyle Dunning. This interview was conducted in my private office at the Terrebonne Parish Sheriff's Office.

Dunning explained, he never really knew what was going on in the office. But believed it to be poor supervision. He feels as though the administration of Narcotics excluded K-9 because of their problems with Boudreaux. Recently Blades removed responsibility from Boudreaux creating more work for the Deputies within the K-9 Division. It was difficult to get in touch with him and it amplified the situation.

When Dunning transferred into the K-9 Division in 2017 the relationship between K-9 and the rest of the Narcotics Division was good. But this had gone bad since Blades took over the Division. Dunning began second guessing his employment here, because he does not want to get up for work and asks himself, why even continue to do it.

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He recognizes the outward perception of the Narcotics Division working with Patrol and other Divisions causes K-9 to be classified as the rest of the Division. This has caused Dunning to go out of his way to explain to Deputies, they are not the same and willing to help. This ideology is perceived to be supported by the Division administration. Feels it is poor supervision by allowing a poor environment to continue.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Monday, July 31, 2023 at 1023 hours, I conducted an audio recorded statement with Senior Agent Tyler Fitch. This interview was conducted in my private office at the Terrebonne Parish Sheriff's Office. During the interview, the following relevant statements were provided by Fitch:

- He noticed several Agents did not get along with Navarre, as they would request to transfer off his team frequently. Fitch believes it is due to how he talks to people. If there was ever any debate on a procedure, even if it was supported with case law, he was not open minded.
- On December 1, 2022, fell on the last week of November, beginning of December, Fitch, Cortez, and Fox were assigned to Navarre's team. All team members except for Navarre wanted to go on the streets to help train Fox, who was recently assigned to the Division. Navarre went on to tell them he had something going on and they were not allowed to go on the streets without him. Navarre further said, if something were to happen, they (Administration) would want to know where he was at. This became heated and Navarre was saying Fitch was being selfish and only worrying about himself by wanting to go on the streets. Ultimately Navarre gave in, and they went on the streets together.
- Navarre engaged in this loud conversation in front of their own teammates as well as Crappel's Team. Fitch believed this should have been discussed privately.
- Fitch stated they have gone out on the streets several times without the team leader.
- In Navarre's words, the Division shuts down in December to catch up on paperwork. However, they were caught up and wanted to go to work and teach Fox.
- If there is ever a disagreement with Navarre there is a screaming match, no matter who it is, he is not professional in his response.
- Fitch's assigned unit was having trouble starting so he requested the keys from Madere for the white Ford F150 which h was the only other unit available that had lights and sirens. Fitch further explained this was partly due to his responsibility to the S.W.A.T. Team and being able to respond to scene. Madere told him to take the Toyota Tundra, which Fitch responded, that it did not have lights or a siren. Madere's response was, stick his head out of the window and yell. He offered him another unit that only had lights. This situation led Fitch to having to contact Bergeron to be able to obtain the keys to the Ford.

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- Fitch was later assigned the Ford and spoke with Blades and requested a base radio to be placed in the vehicle and was told no. They just were not doing it. Ultimately Fitch spoke with Major Peter Guidry and was able to have a radio installed in the unit. Later a memo came out from Blades indicating, if any permanent modifications were made to the units it would have to be approved by him. Blades' justification to not installing radios, was they he does not have one in his unit.
- He asked Blades to have a radio installed in the Narcotics building several times, he eventually agreed to it. However, it was placed in the front hallway with the secretary. In Blades' words, he did not want one in there because he did not want to hear it.
- Recognizes there was a huge divide between Narcotics and K-9, some of this was due to Navarre stating the K0 is never available. Furthermore, statements are made when Liner is not present that he is trying to push people out of their position. Fitch iterated this is something he feels should not have been expressed in front of Junior Agents who haven't been in the Division for long.
- Blades and Madere dislike that Liner would communicate with the District Attorney's Office about cases. Starting, they'll just do their job and find out if they prosecute it later. Fitch believes this is counterproductive if the Division is trying to make a difference.
- Discussion was had between Madere and Fitch about the current situation of TPCJC capacity issues and not being able to take individuals to jail for possession charges. Madere stated he did not care and would bring them to jail, and they can be refused there. Fitch went on to explain he cannot do that because moving them from one place to another just to inconvenience them, with knowledge they would not be booked, would be punitive. Madere responded, it did not matter because they would still take that ride. This showed there was an obvious old way of thinking and not evolving with the times.
- On one occasion, Navarre directed Larry Phillips, every time they made a traffic stop to approach the vehicle and pat everyone down right away. Fitch informed them they could not do this, because there is no reasonable articulable suspicion. Navarre replied, "that's the way we do things" Navarre was never receptive to statements provided by Fitch.
- Regarding the events surrounding That Stanley during Mardi Gras 2023, Upon his arrival, he, Cortez and Robinson began walking around the parking lot assisting Houma Police Department with the crowds. At one point, all Agents were called to the back of the parking lot near the old barbershop. It was at this time Blades and Madere informed them they were to wait in the back of the parking lot just to be seen, not going into the crowds. The exact statement made, "This is PD's problem, not ours." In response, Fitch expressed the officer safety issues and continued to assist HPD and K-9 with anything and everything needed.
- There is a poor relationship between TPSO Narcotics and outside agencies. Navarre believes HPD is using Louisiana State Police to circumvent our department to not include or notify TPSO of events

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within the Parish. Appears Navarre wants to get information from other departments without giving any.

- On one occasion, while working with an Informant who was removed from jail, Navarre commenced to telling the entire room the Informant was running Hawkins. Ultimately convincing Hawkins to put the Informant back in jail. This was to deal with fentanyl issues in the area.
- During a different occasion, Fitch removed an inmate to utilize as an Informant. The Informant went on several buys, but none went through. Fitch and Robinson were determined they were not losing anything by leaving him out of jail. Madere and Navarre were adamant about Fitch putting him back in jail stating the Informant was running him. While attempting to set up other buys with the Informant, it was determined the Informant was under the influence of narcotics and ultimately placed back in jail. This led to the narrative in the office that they did not know how to handle Informants.
- Seeing this, Hawkins and Fox did not want to work with Informants anymore due to the narrative of them not knowing how to work an Informant properly.
- Madere and Navarre are not part of the cultivation of the Informant yet briefly speak with them and determine the Informant is doing what he wants, and Fitch is not controlling him.
- He would receive push back from Blades and Madere when he handles his other departmental responsibilities (S.W.A.T., Adjunct Instructor, ect.). Fitch recognizes, if someone comes into the Division on the S.W.A.T. Team they would be pressured until they quit (provided example of Escobar and Cortez).
- Frequent comments about the Intelligence Division stealing their cases. Navarre claimed the Intelligence Division was lying on affidavits on Robert Allen case further stating they did not know what they were doing when they were in Narcotics.
- Noticed Blades discredit and speak poorly about Daigre in front of new Agents.
- Navarre is a personable person when he is with you, but when not around someone, he would talk about them. Navarre would act one way when Phillips was around but then brought up to Fitch that he would not make it. This made Fitch feel this was something that should have been brought to upline supervisors.
- In closing, part of the problem was the culture and cultures are bred from the top, down. This is part of an old way of thinking. With rebuttals of "that's just how it is." There is separation between Narcotics and other Divisions of this department, and it is the sole responsibility of Blades, Madere and Navarre.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Monday, July 31, 2023, at 0753 hours, I conducted an audio recorded statement with First Lieutenant Seth Boudreaux. This interview was conducted in my private office at the Terrebonne Parish Sheriff's Office.

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Prior to beginning the interview, Boudreaux provided notes which he had taken and they are as follows:

Oct 4 Blades called about night out against crime and curse me out.

Attempted to make a meeting the following day as he refused and refused all phone calls. Did not receive a meeting until the following Tuesday October 11.

On that date he removed all responsibilities from me and placed it on the four different supervisors:

- Since that date Blades has not answered any questions and avoids all contact with canines in response to text messages.
- Blades checks K-9 reports, he does not look into terminology or what needs to be added as far as evidence wise. Blades approves vacation and it needs to be sent to Russell (Madere). He has not answered any further questions or issues with vehicles etc. Blades also does schedule but does not even know what shifts are working. Blades does not speak to me and avoids me at all costs. On October 23 and October 25, they were canines out as Blades gave both K-9 off that night.
- Madere check timesheets and approve vacation slips and checks short form reports.
- Glenn (Prestenbach) complete evidence
- Shelly (Liner) complete asset forfeiture.

The audio recorded statement then commenced. During the interview, the following relevant statements were provided by Boudreaux:

- The morale was great upon transfer of K-9 to Narcotics around 2015, when Blades took over there was a different dynamic. Feels as though Blades and Madere were more about themselves than the Division.
- Any concerns brought to Blades would be responded by stating, he was retiring and not worried about it.
- Regarding the exchange on Night Out Against Crime, Boudreaux was contacted by Robinson about sending K-9 to the event. Boudreaux relayed this would interfere with specialized training that had been lined up, which Robinson was okay with. Boudreaux was contacted by Blades about not going and following his orders to go to Night Out Against Crime, where Blades began yelling and cursing at him and hanging up on him.
- Boudreaux attempted to contact Blades regarding this matter several times and did not receive an answer. Boudreaux received a text stated that Blades did not want to talk because he was hot. The following week Boudreaux attempted to speak with Blades at the range, as Blades got into his vehicle and departed.

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- The following week, Blades called in the entire K-9 Division and relieved Boudreaux of his duties pertaining to K-9 except for the training of the dogs. Boudreaux felt demoralized because of this. Further feeling this was a direct response to the Night Out Against Crime.
- Through nearly 19 years of employment Boudreaux never felt like quitting the Department, but from that point on he completely hated his job and began to look at options elsewhere.
- Blades became upset with him for not charging the Houma Police Department for instructing a Handlers' Course though it was a directive of Sheriff.
- On one occasion, while Boudreaux was not responsible for the K-9 handler callouts, one was needed for a homicide suspect apprehension. Blades contacted the handler that did not live near the location of the incident. Another was called and ultimately had to go home and retrieve his dog, thus having an even further extended response time. Boudreaux explained, he knows where each of his handlers lives and would have likely had one on scene within a few minutes.
- In 2022 around Mardi Gras, Boudreaux was on vacation. Boudreaux was contacted by Condetti who informed a shooting had occurred on Morgan Street and was enroute. While enroute he was contacted by Blades who told him to not go because we do not get paid to go into the city because HPD can handle their own. Boudreaux told Condetti to disregard Blades and provide assistance.
- Mardi Gras 2023, Daigre informed K-9 and Narcotics to be around That Stanley and Morgan Street. K-9 arrived and was dispersed through the parking lot, whereas the Agents remained in the vehicle as a result of Blades' direction. Daigre informed them to exit the vehicle and make their way through the parking lot. Disturbances were occurring around the parking lot of the business just before 1800 hours. Dunning requested assistance at 1755 hours, Ledet requested assistance at 1756 hours. Boudreaux verified the radio traffic for this information. Boudreaux also provided screenshots of video footage from HPD cameras in the area which showed agents at 1750 hours and 1800 hours still standing in the same location.
- In the beginning of Blades taking over the Division, he was contacted about incidents involving K-9 and ultimately asked why Boudreaux was calling him at night and informing him of things that could be relayed in the morning. Furthermore, Blades began not answering the phone.
- When K-9 units were not functional, Boudreaux requested Blades allow them to utilize other Narcotics vehicles and he declined, stating they were being used. At one point, K-9 handlers were hot swapping vehicles from day to day between each other. Condetti was able to use the department Toyota Tundra for a shift. Boudreaux believes this upset Madere because he needed the vehicle for personal use and attempted to do a written reprimand on Condetti for not returning the vehicle in time.
- Boudreaux stated, there were several instances of Madere yelling and screaming at him. Situations would escalate if he would debate or disagree with Madere.

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- Madere got into an argument with a homeowner during an investigation. Ultimately Madere decided to seize a vehicle from a suspect to prove a point. Boudreaux informed Madere the vehicle was worthless and was not worth the seizure (Boudreaux is responsible for asset forfeitures). Madere responded with, "I'm going to take the vehicle and if he wants it, he will have to pay for it."
- The environment within the Division has caused Boudreaux to have to motivate himself to remotivate his division to be happy to be at work. He was reluctant to say the word, but ultimately stated he HATED coming to work.
- Regular meetings were had with Daigre, Narcotics and K-9. Later the Intelligence Division was brought into the meetings, appearing to mend the relationship. At the conclusion of the meetings Blades and Madere would begin to express their opinion that it would not work.
- Feels as though the administration were to remain the same, Boudreaux would begin requesting the K-9 Division to fall under another Division other than Narcotics.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Thursday, July 27, 2023, I conducted an audio recorded statement with Corporal George Davis. This interview was conducted in my private office at the Terrebonne Parish Sheriff's Office.

The only statement of significance provided by Davis was that he noticed a downturn in Condetti's demeanor since the incident involving him and Madere during June 2023. He further explained he did not frequent the office and would go to shift and handle those responsibilities.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

Captain Ronald McKay conducted an interview with Deputy Sheila Boudreaux. During this encounter Shelia requested the interview not be recorded. However, she did state morale had declined since the Division moved to the new office from Capital Blvd.

Capt. McKay also contacted Senior Detective James Scales. He declined providing a statement about this matter.

On Wednesday, August 2, 2023, at 0816 hours, I , Lieutenant Philip Crabtree was located in my private office at the Terrebonne Parish Sheriff's office where an audio recorded statement was obtained from Lieutenant Michael Navarre.

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Navarre was provided with his Order to Give Statement (Garrity Rights). Navarre signed acknowledging he was provided with these rights, furthermore, he signed, agreeing to provide a statement as part of this investigation.

Regarding the controlled purchase of narcotics on July 26, 2023, he was contacted by Crappel, who explained further assistance was needed for this operation. Upon his arrival at the Homeland Security Investigations office, he was escorted into the room where the Informant documentation was being completed. He was able to ascertain the male Informant was told only the female Informant would be going in for the purchase. From his perspective, this led to someone of an argument between Robinson and the male Informant. Ultimately Robinson agreed to allow both the male and female Informant to in for the purchase. Beyond this exchange, the male Informant had conflict with the placement of the monitoring equipment, not wanting to have the female wear the items and requested he did.

It was at this time Madere interjected, telling the informant to do as he is told and not worry about the equipment. The informant then departed the immediate area and walked down a hallway. It was at this time Navarre noticed someone yell, though it was indiscernible. The male informant then told the female Informant, "I told you get up, lets go, we are done." Navarre stated he stayed in the room for a while, later departing the room and began to look for Madere and attempt to figure out what was going on.

Navarre did not provide any specifics associated with this event. Statements were left generalized a clear distinction between describing the events leading up to the supposed exchange between Madere and the male Informant. When asked about specific details provided by other witnesses, such as Madere pursuing after the male Informant, Navarre stated, the male and female Informant stormed out of the room and Madere stood stating, "whats going on?" Ultimately, he walked out of the room after them. While attempting to ask him if he heard any verbal exchanges, he cut me off stating he did not hear anything. By the time he walked toward the front, Navarre believes it was around that time Madere was walking back inside. Navarre provided, Madere was upset because the male Informant apparently "Mother Fucked" him while they were outside. Further, Madere was upset because he thought PD was going to think he was sabotaging the investigation. Because of the current working relationship between the two Agencies.

Recapping, Navarre explained, he was in the rear of the room primarily speaking with Madere, Fox and Dinh. After further questioning, Navarre stated, this group was asked to be quiet, which they ultimately did after Amador stood and asked them to be quiet. When asked if he and Madere were making statements about Hawkins' voice having to go up and down to match the volume of the room, as statement provided by Fox indicates, Navarre provided this did not happen.

Navarre then provided statements regarding his scheduled court appearance.

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Navarre was contacted by Mustin, possibly the Friday (July 21, 2023) before the incident at HSI, regarding Attorney Teresa King going to court for a motion to suppress. Mustin began to inquire about several evidence issues, such as phone dumps, receipts and other items that were not in evidence. Navarre informed her he was not sure but would check when he went back to work on Monday, July 24, 2023. Just prior to this, Cortez reached out to him about a case involving Curtis Williamson being federally indicted. Curtez informed him, they would prep for the case on Thursday (July 20), Friday (July 21) or the following week. Navarre informed her of this possibility of federal court preparation. Navarre stated, he then began to freak out because he was not ready for court, because of that evidence. When Navarre began to investigate it, he did not know where the phone dump files were. When he learned of the controlled purchase taking place, Navarre realized he has these issues with evidence that he does not want to go to court on and assistance was needed on the controlled purchase, therefore he contacted Mustin and told her, he was unavailable that week. Navarre's message to Mustin indicated, "To be honest, whatever happens with this case is no problem. Because we will be prepping all week and next week for federal grand jury for Curtis Williamson. I would rather focus my time on New Orleans on that case". Navarre learned of Cortez doing surveillance on July 26, 2023, in LaPlace. Navarre determined to be better to not explain the totality of he and Cortez's availability, he sent her the previously mentioned text message. I directly asked Navarre if he lied to her, which he replied, he did not lie to her, he was just "not forthcoming with the whole totality of everything". It was clarified that the message was sent to Mustin on Tuesday, July 25, 2023. When it was reiterated, the statement was a dishonest statement, Navarre replied, he understood, and again began to explain why he used these circumstances because he was not prepared for court.

Navarre began to explain he was aware as to why this had come to light, because he was unaware Liner also was subpoenaed for this case. When Liner arrived, he was upset because no one told him it was postponed. It was at this time Navarre learned Liner was also involved with this court case.

The interview transitioned into covering the statements provided by employees about the general workplace climate generated by Navarre's actions.

The first matter discussed was regarding the money vouchers as previously mentioned by Gautreaux. Navarre explained, during this time, Fitch filled out a voucher and placed it back into the book in Gautreaux's door, per her request. The voucher ultimately went missing. This created extensive legwork to located the corresponding Informant to rectify the missing voucher. Once resolved, Navarre brought the voucher to Gautreaux, iterating that she does not lose this one and expressed the work required to obtain the voucher. Navarre explained, Gautreaux placed the voucher back into the book and back on her office door. Navarre was concerned with the amount of time required to rectify the problem, therefore he removed the voucher and told Gautreaux he would bring it back to her once she was ready because he did not want it to get lost. Navarre went on to

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explain, when an Agent would fill out a voucher, they would frequently bring it to their desk or elsewhere to complete the documentation, creating a chance for it to fall out. Furthermore, stating he took the voucher, but did not hide it from her. While discussing the tone of the conversation between the two about the vouchers, Navarre indicated he likely got loud with Gautreaux, though she does the same.

We transitioned back to the incident on July 26th. I inquired about Navarre's preference of working with Informants or conducting street level investigations. He immediately responded, expressing his preference for not working with Informants. Navarre explained, this started beforehand, further stating "everyone looks at us, like ya'll the problem". When Robinson went to him, he was concerned about the Informants both wanting to go in for the controlled purchase. Navarre went on to explain that every operation is conducted to follow the guidelines on procedures set in place within the Division and will not deviate from that for the safety and wellbeing of the Informant, Deputies and prevent civil liabilities.

Navarre provided, other agencies and Divisions operate in a with different policy and procedures from the Terrebonne Parish Sheriff's Office Narcotics Division. Whenever the respective agencies' processes do not fall in line with TPSO Departmental procedures, the deals may not happen, and this is commonly perceived as not wanting to work with other agencies. Regarding the July 26th incident, Navarre heard Abbott telling Madere they allow the Informant to talk to them that way, "because the juice is worth the squeeze".

In response to the claim of Navarre and Madere telling Agents within the Division that the Informant is running them, he sustained that claim, providing he would tell them to remind them because new Agents would allow that to happen.

I provided a common perception is, Houma Police Department utilizes the Louisiana State Police to circumvent contacting our agency to conduct investigations outside of their jurisdiction. Navarre confirmed, to him it seemed that way. Navarre began to speak though with emotion about the time invested into his career and Division. Further explaining he recognizes some of the problems with working with other agencies is above his head. This was part of the reason which led him to not want to be a team leader anymore, because no matter what he did, things just were not working. Navarre provided, he understands the complaints that are had about the Division, but iterated, it was not his doing.

We then began to discuss the statements provided of Navarre creating an unpleasant work environment for Agents, touching on the claims made by Hawkins where Navarre stated he was not in the real military. Navarre affirmed this statement, but went on to state, comments that are made to him make him feel the same way further providing, it isn't a one-way street.

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We then further discussed the allegations against him for being a bully to co-workers. Navarre explained after the quarrels with the K-9 Division there was a meeting at the office, where Daigre was present. During this time there was discussion about allegations of Navarre being a bully. He was told if there were any problems with what was being done, it would be addressed, furthermore he was never reprimanded for this type of action. He went on to explain, the only time where he was called a bully on documentation, was when Escobar's Internal Affairs investigation was initiated in October of 2022.

I explained to him, the consensus of his character indicated, when he is alone, he is a great person and easy to get along with, however when he is with Madere is when things fall off. He provided, he understood this and would not discredit that statement. He went on to explain that the relationship he has with Madere, they talk to each other in a certain way, and further substantiated that he understands it does fall onto other people.

Navarre went on to provide, he believes some of the statements that are made against him are by individuals who are no longer in the Division are upset with him because he stayed and took the position they wanted. Leading him feel as though Hunter and Sanford do not want to work with him because of this.

I went on to provide the statements made by Amador, that when he first met Madere and Navarre, they were great and he fell in love with their personality be recognizes there is something different, a certain level of negativity with them now. Navarre's response to this was, he came into the Division at a time when everyone is disgruntled, when Liner is trying to do everything behind everyone's back to get those positions. Expressed, Liner is making things difficult by bringing along other people, telling them different things, to go around everyone else. This was another element that led him to relinquish his responsibilities as a Team Leader because it was all impacting his mentality, making him want to take a different route.

Reflecting to when Navarre's responsibilities were that of a K-9 Handler, I asked how the relationship with K-9 and the rest of the narcotics Division was. He recognized it was better up until the point where Blades took over the Division. Felt this was conflict between Blades and Daigre was the cause of a lot of their problems. Navarre would communicate with others, offering support and assistance. Then an incident would occur between Blades and Daigre. Information would be brought to Daigre, and he would offer a resolution that would not get translated to the Narcotics Division.

Navarre briefly defended Madere's character, describing him as a great friend and leader, but notices a lot of people do not like how he talks and operates, but that was the environment Navarre was brought up in the Division with.

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Regarding Mardi Gras 2023, Blades' directive was for the Agents to not go and individually contact members of the public, but to be there for back-up if needed. Navarre was inconclusive on whether the statement was made, "this is PDs problem, not ours". He was not able to provide any specifics associated with this timeframe.

In closing, Navarre iterated, he never did not want to work with anyone and feels he has done everything in his power to make this happen. Furthermore, they would never purposefully make an investigation not happen, anyone within the Division. That safety and civil liability would be the only reason an investigation would be cancelled. Navarre feels as though if the Narcotics Division administration were to remain the same, it would just continue the way it is currently going. Believes the hiccup that is currently had is due to the Daigre and Blades situation. It has been said, if they could work together or one were to be removed, they would not be going through half the problems they currently have. Navarre believes everyone feels the same. He feels as though the lack of interdepartmental transparency is not a one-way street, the other Division do not communicate with them.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Wednesday, August 2, 2023, at 0949 hours, I, Lieutenant Philip Crabtree accompanied by Major Brent Hidalgo was in my private office at the Terrebonne Parish Sheriff's office where an audio recorded statement was obtained from Captain Russell Madere.

Madere was provided with his Order to Give Statement (Garrity Rights). Madere signed acknowledging he was provided with these rights, furthermore, he signed, agreeing to provide a statement as part of this investigation.

Madere indicated Houma Police Department reached out to our agency because there was a target within TPSO jurisdiction that they wished to purchase narcotics from. Prior to this, Madere had a conversation with Liner regarding this because he was in communication with HPD. Madere indicated Liner wished to have HPD run the controlled purchase outside of their jurisdiction and just have our Agents present. He went on to explain this is not the standard practice when working with an outside agency when the investigation leads into TPSO jurisdiction.

Upon arriving at the HSI Office, everyone was ushered into the booking area. He went on to explain that it was a bad situation when you are interviewing an Informant, whereas it should have just been the handler and a supervisor or an Agent representing the Agent that presented the Informant. At the time, he did not realize this was the location where the interview would be conducted. Robinson was working alongside Hawkins and Amador completing the paperwork with the Informants.

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Madere went on to explain the seating arrangements within the room, as there was a desk between, him and Navarre and Dinh were nearby at another desk. During this time, they engaged in their own private conversations while he believed they were waiting to bring the Informants elsewhere to complete their documentation process. The Informant began speaking with Hawkins. Madere explained Hawkins was speaking in a whisper, he began to pay attention to the conversation between the two. Provided that they were asked to hush a couple times. Madere heard the Informant provide the name of the target, to which he recognized the name due to being familiar with him and knowledge of him having current warrants in the system. This seemed odd to Madere as to why a new investigation would be started on a subject who has active warrants. Madere did not express this concern. Furthermore, the Informant had mispronounced the name of the target, to which Madere corrected him. At one point, Madere told him he'd bet him some hard honest money that he was right. This caused the Informant to become upset. Madere left things alone with them and resumed his conversation with Navarre and Dinh.

A short time later Robinson pulled him into a nearby cell where he was informed the Informants were working for money on this operation. Then Madere approved for the Informants to be paid for their role in the controlled purchase. Robinson explained to him, the initial plan was to send the female inside of the target location to complete the purchase. Upon returning to the main room where the informants were located, Robinson began giving the instructions, to which the male Informant told him they were not doing that. Madere did not interject to allow Robinson to regain control and order of the Informant. During this time, the Informant began questioning the equipment. Madere then told the Informant, there was no need to worry about the equipment, only do what the Agents tell him to do. This upset the male Informant, he stood up and yelled "lets fucking go" (to the female Informant).

Madere provided, he recognized the interdepartmental rank structure wanted to grow the working relationship with other agencies. He felt compelled to go outside and contact the Informant and explain to him the fact there was no need for him to gain knowledge of the equipment. Upon following them out of the building, Madere requested Beal follow them outside to hear the conversation.

As the male Informant exited the building he turned and point at Madere, exclaiming "Fuck You!" Madere stated he did react to this action. To his recollection he told him, "fuck you". Further explaining there were brief words between them, to the effect of telling him bye, and kick rocks.

Upon returning inside the building, he apologized to Abbott. It was at this time, Abbott told him the extent of the working relationship with HPD and the Informant and how they allow the Informant to speak down to them. Madere spoke with a few other individuals and departed with Navarre.

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Madere was asked to elaborate further on the statement regarding the people above his rank, wanting them to work better with other departments. He went on to explain, TPSO Narcotics is always transparent and always willing to provide information to Houma Police Department and they are yet to provide anything in return beneficial. He explained he did not have a problem working with them, but feels they were pushing cases that could have been resolved with using alternative routes. Madere presented copies of the active arrest warrants for the target, explaining the arrest warrants could have been executed rather than incurring the associated risk of completing a controlled purchase.

Regarding the working relationship between Terrebonne Parish Sheriff's Office Narcotics and other agencies, Madere explained, he believes there is a good relationship with Lafourche Parish Sheriff's Office and Louisiana State Police, then began to illude to the fact that it is fluid because everyone just wants the press release. Furthermore, as far as safety is concerned, it is fine, but not everyone likes it, but is willing to do it because everyone wants the same result. Madere provided it is approximately ninety percent of the time they do not get along, because everyone feels they are better than the other, the alpha mentality. Reference statements provided by witnesses on Madere stating HPD Agents are not real dope cops. He swiftly responded that he refers to them as Junior Varsity because they are not real dope cops, then validating that he stands by that statement. Madere went on to explain, he does not discredit them as police officers, but it does take a certain type of person to work in the "dope world", and they do not have it. During the time of this statement being provided, he was conversating with another Captain within this department and that individual drew that out of him in front of subordinates. Stated the conversation should not have happened but continued via the other individual's line of questioning.

Due to this course of events, Madere requested the entire Division meet for an open forum on how they should move forward on whom would be involved in this investigation. During this time the more recently assigned Agents into the Division did not have much input on the matter. Madere would not provide the name of the subject whom he was referencing, but one would be led to believe it was Liner. During this meeting, the disapproval of the decisions made by Madere was vocalized in front of the entire Division. Madere displayed a tonal shift in his speech, leading me to believe this was a sensitive situation for him to discuss, because it bothered him. Madere provided, there were wrongs done during this time by several people, however, recognizes he oversaw this and was accepting responsibility.

We began to discuss Madere's course of action regarding the handling of differences in opinions on topics regarding the procedures within the Division, on whether these discussions would be had privately or in an open forum with the whole Division. Madere explained, typically if it were something that was to be passed down to the Agents, he would meet with the Team Leaders. He went on to explain, the Division operates as a small circle, and everyone really speaks freely, no one holds their tongue.

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We had a brief conversation regarding the tone of a conversation not being the actual intent but the perception of the recipient, further, how individuals are responsible for their perception when dealing with co-workers. The way personnel conducted themselves with co-workers in the past we are responsible to adjust some to the softer personalities individuals frequently possess currently. I explained, throughout the course of the interviews, they were different, but shared several commonalities, to include, the witnesses did not like the way they were spoken to.

While speaking, Madere interrupted to inform, he felt his integrity was being challenged and it caused him to become upset. He explained, he was assigned to the Division in 2006 where he was brought into the same situation but took it differently and ran with it. Madere was concise about the factors of his personality being very brash and a realist, recognizing that people either like him or dislike him. Knowing he has upset some people along the way, some he would apologize to, some he would not. Madere spoke briefly about the reasons for procedure to protect the safety and well-being of all involved. He then began to explain his qualifications as a supervisor and progressions through his career.

Madere began to express the means which he has begun working to evolve his supervision techniques. Recognized, there are times where he slips up, reverting to old way. He did state he would apologize for not being able to evolve as quickly as required, and open to guidance and suggestions on how to better himself.

Hidalgo interjected with a question regarding the actions on July 26th, on whether Madere stood by his response and actions on that date. Madere immediately responded that he made a mistake, stating he was fallible. When the Informant directed at him, he just reacted and was not proud of these actions. Again, stating he wished for guidance and assistance.

Regarding the previously mentioned incident with Condetti in June 2023, Madere provided, this was an instance where he asked the Sheriff for guidance on how to handle the K-9 Division because he did not know where to go next with it. This conversation was had with Blades, Daigre, Sheriff, and Boudreaux present. They ultimately came to a resolution and there had not been an issue with the K-9 handlers since.

Regarding the incident on July 26th, Madere iterated he was aware of his faults and recognizes it was not the proper representation of the Terrebonne Parish Sheriff's Office. Further stating, he knows that everyone there knows it was not a representation of the department, rather he reacting the way they knew he would react.

We proceeded to discuss the support that Madere receives from Blades with the operations and personnel management within the Division. Madere stated, Blades is aware of what is going on. When prompted about his involvement, Blades does not go on the deals, but is present and began stating how he likes things a certain way. He did not answer the proposed question and began to explain how the communication between himself,

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and Blades is good. However, the communication between Blades and some of the other Agents is not good, plausibly because they do not understand him. Illuding to Blades would give a directive rather than ask you to do something. Madere described Blades as being a hands-off type of supervisor.

Regarding the turnover of employees out of the Narcotics Division, Madere provided reasons for the majority of those whom departed within the past three years. He further explained there was a similar number of employees leaving, but it was at a less frequent rate.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

On Wednesday, August 2, 2023, at 1111 hours, I, Lieutenant Philip Crabtree accompanied by Major Brent Hidalgo was in my private office at the Terrebonne Parish Sheriff's office where an audio recorded statement was obtained from Major Neal Blades.

In respect to the time of Blades being assigned to this Division prior to July 2020, he indicated the employee turnover rate seemed somewhat normal, not following any patterns. Blades did not reveal any apparent correlation to the longer time tender of the employees who departed after July 2020 versus shorter time tender employees departing prior to said date. Regarding Sanford, Blades indicated he spoke with several employees who recognized Sanford, who was a Team Leader at the time, was not working the assigned schedule or changing the schedule, thus leaving his team to not have an immediate supervisor on scene. Sanford also maintained additional responsibilities with the U.S. Marshals office as well as a Friday night detail would commonly inhibit him from maintaining his assigned schedule. Blades felt as though if he was to remain as a team leader, he should have them with him. These observations led Blades to relieve him of his team leader responsibilities.

Blades explained his supervisory style as being someone who just wants the employees, he is responsible for to just doing their job, do it right and do what is asked of you. His preferential method of corrective action would be to resolve it with the individual and their immediate supervisor in a closed-door meeting, to prevent any form of embarrassment.

Regarding the statements provided on Blades not answering his phone or being available for Agents, he responded, he would always answer calls, whether he was on vacation (if available) or not. He did not operate the Division with an on call, off call weeks between he and Madere, both would be available for contact by the Agents, because he wants to be aware of what they are doing. Blades indicated he would not have told anyone to not call him.

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Referencing statements provided on Blades informing Agents he runs the Division not Daigre. This statement was in respect to an instance where Blades was unavailable and Daigre utilized personnel resources, resulting in Agents being assigned tasks that Blades was unaware of. Blades responded, when Daigre was filling the role as the Chief Deputy, he went to him and had a conversation about Blades' incoming responsibility as the Narcotics Commander. Blades requested Daigre, out of respect, contact him if anything is needed from him or the Agents. The Agents need to be aware that he is the supervisor. This is driven by the goal of being aware of what the employees he is responsible for are doing. He did not want to be blindsided by finding out something was going on with them and he did not know about it. The specifics were provided where Daigre assigned Agents to assist Detectives with a matter. When Blades arrived a short time later, he was upset and there was an exchange between Blades and Daigre, resulting in Blades telling Daigre he would not assign his personnel without his authorization. Blades response to this was, on this incident, there was a shooting, and he was contacted by Liner who asked if he was aware of the Agents being given assignments, which Blades was not aware of. This is what made Blades upset, because it was shortly after their conversation where he requested to be made aware of utilization of his employees. Blades indicated he and Daigre did get into a heated argument, which he explained it was because he asked him to do something, and he did not do it.

Blades indicated he never has had an issue with working with outside agencies. He would allow the assigned case Agent to make the judgement call on the handling of the matter.

Regarding prior witness statements being provided to the effect of Blades stating, "this is PDs problem not ours." He responded, it does get frustrating, but that is a part of Mardi Gras as a whole. However, they have aided every time.

Regarding the statements surrounding Mardi Gras 2023, Blades indicated, they arrived at the parking lot of That Stanley where they did stay to the back of the lot because he prefers to be able to keep everything infront of him. His preference is to stay together as a group, so if there is a problem it is resolved collectively. He did not want the Agents to break off into separate groups, for the overall safety concerns due to lack of radio communication during this time.

Blades was presented with the information associated with the call for assistance at the intersection of That Stanley and Morgan Street and only one Agent responded. Blades responded, if he had noticed this, he would not have been happy about it because he would have wanted someone to go with him.

Hidalgo questioned Blades' perception of the working relationship with outside agencies, primarily Houma Police Department. Blades' response was that he did not have a problem with anyone at HPD, furthermore that problems were had with Hunter and Blades felt it best that he moved out of the Divison. Hidalgo redirected him back to the question was in fact referencing currently HPD Agents. Was provided the response,

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of Hunter and Duplantis are good friends, leading him to believe Duplantis does not like him because Blades did not think Hunter was the best fit for Narcotics. Also providing there was no quarrel with Abbott or had words with any of them.

Blades provided it upsets him that HPD does operate outside of the City Limits, because it has gone on for a while. He recognizes they would utilize other agencies to work cases out of their jurisdiction.

Blades briefly spoke on the practices associated with maintaining an Informant. This led Blades to reference July 26th, to which he understood why it was cancelled further, providing that he would have cancelled the controlled purchase, but not have handled the incident in the same manner.

Regarding the relationship between himself and the K-9 Division. Providing there were several instances where Boudreaux would be provided with instruction and would have to be told multiple times to get it done or would not do it at all. Proving an instance where Boudreaux was concerned because he was training several dogs for multiple agencies and the department was not being compensated. Blades resolution was for him to establish a policy for the training to be presented to the Sheriff's Office Attorneys for review. This was to mitigate the liability associated with training the dogs. Boudreaux did not complete this request. Blades provided other instances where Boudreaux was provided with a task which he did not complete in a timely manner, after being told to do so, multiple times.

Blades went on to explain, last year was the first time he had yelled at anyone, and those individuals were Madere and Boudreaux. This was regarding Night Out Against Crime (October 2022). Blades was informed Agents along with K-9 would be present at this event. Blades was contacted by the Sheriff who was upset because the Agents and K-9 were not present. Blades learned; the Agents were near the location of the event; however, K-9 was at training. Blades conversated with Robinson regarding this. Blades stated this upset him because there was no communication about K-9 attending training rather than going to where they were supposed to be. Furthermore, confirming he did yell at Madere and Boudreaux due to this event. Providing this was the only time in the three-year period of being the Division Commander that he had lost his temper.

In October 2022, Blades called a meeting with the entire K-9 Division. It was at this time Blades reformatted the operations of the K-9 Division. Boudreaux would solely be responsible for the training aspect. Blades would maintain the approval processes on the paperwork and maintain vacation schedule, Prestenbach would process their evidence. These procedures remained in place for approximately three weeks, then they were returned to Boudreaux's responsibility as before. Blades was not aware of this at the time of occurrence because he was on vacation.

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Blades referenced his supervisory techniques to be those of his own. Having taken a little from each of his prior Commanders and remained himself.

Regarding statements provided to that of Blades preferring street level narcotics work as opposed to long term investigations, Blades stated this was the inverse. He encourages Agents to work Informants. Blades indicated he does not prefer quantity of case over quality. His goal is to just have people work.

We spoke briefly about the differences in personality between him and Madere. Blades recognizes Madere needs to control his temper more which he has tried to help him with it. After Madere's incident in June 2023 with Condetti, Blades encouraged him to not act in that manner and hoped he had listened. Explaining, he had not received any complaints from anyone about how Madere was.

In reference to the matter involving Navarre and Gautreaux. Blades stated Navarre is a loud person. He may not have perceived it as being yelling because he normally is a loud person and did not recognize it as being out of the ordinary.

We discussed the normality of employees being loud within the Division, thus numbing the response to this type of dialogue on a regular basis. Further discussing generational differences and the requirement Blades referred to the environment he was brought up in and you cannot just flip a switch and change.

Blades explained, the current frustration he is aware of with the Agents is the fact of having to work shifts at the jail, further that they cannot make arrest due to the jail capacity issues. Because of the academy effecting the Agent work schedule, Blades was not pushing for them to do anything elaborate.

Blades was questioned on his observations regarding the relationship between Liner and Madere. He recognized Liner had recently become quiet. Madere presented to him he felt as though Liner was overstepping his boundaries, but Blades wanted to see for himself. This was presented in recent weeks.

Further information was provided beyond these statements. Reference audio recorded statement for further information in its entirety.

The Disciplinary Review Board (DRB) was comprised of Major Peter Guidry, Captain Chris Cobb and Captain Mitchell Legendre, they were presented with the findings as well as the recorded statements from Navarre. The convened to first meet with Navarre. The DRB found Navarre violated policies; 2.04-1.11- Conduct Unbecoming, 2.04-3.1- Respect For Fellow Officers, and 3.10- Workplace Harassment. After this the Board recommended a demotion from to Agent, losing his stipend and remain in Narcotics with probationary period reinstated.

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The Disciplinary Review Board was presented with the findings as well as the recorded statements from Madere. The convened to first meet with Madere. The DRB found, Madere violated policies; 2.04-1.11- Conduct Unbecoming, 2.04-3.1- Respect For Fellow Officers, 2.04-3.4- Cooperating With Other Agencies, and 3.10- Workplace Harassment. After this the Board recommended demotion and transfer out of Narcotics.

The Disciplinary Review Board was presented with the findings as well as the recorded statements from Blades. The convened to first meet with Blades. The DRB found, Madere violated policies; 2.04-1.11- Conduct Unbecoming, 2.04-3.1- Respect For Fellow Officers, 2.04-3.4- Cooperating With Other Agencies, and 3.10- Workplace Harassment. After this the Board recommended transfer out of Narcotics.

These recommendations were presented to Sheriff Soignet who determined Navarre would be transferred to the Uniform Patrol Division and be demoted to the rank of Sergeant. Madere would be transferred to the Training Division and be demoted to the rank of First Lieutenant. Last, Blades would be transferred to the Warrants Division and be demoted to the rank of Captain.